

Equal Opportunity Policy – Student

Excellence-Solutions Limited

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1. General Statement

Excellence-Solutions Limited is committed to the elimination of unlawful discrimination and to the promotion of equality of opportunity, for students and prospective students, in all its functions:

- a) Access and recruitment
- b) Admissions and retention
- c) Assessments and progression
- d) Provision of student services and related facilities
- e) Teaching, learning, examining, curriculum development and quality assurance
- f) Community links and partnerships

The aim of the policy is to ensure that all students and prospective students are treated equally, irrespective of race, colour, nationality, ethnic origin, gender, sexual orientation, marital or parental status, age, disability, political or religious belief or socio-economic class or spent criminal convictions.

The Academy's Equal Opportunities Policy relating to students is augmented by specific policies on personal harassment and the support of students with disabilities.

The Equal Opportunities Policy relating to students reflects and complements the Academy's Equal Opportunities Policy and Code of Practice for Staff. The Equal Opportunities Policy operates within the context of relevant equalities legislation.

2. Statement of Commitment

Students will:

- a) Respect the Academy's Equal Opportunities Policy and practices in their dealings with members of the community.
- b) Behave in a way which reflects and appreciates the diversity of the community.

The Academy is committed to a continuing programme of action to make these policies effective.

Breaches of this policy by students or staff will be fairly investigated and appropriate action will be taken. All disciplinary procedures will be fair, consistent and monitored.

3. Complaints, Disciplinary and Appeals procedure

Any student who alleges that he or she has been the subject of discrimination or harassment has recourse to the Academy's harassment or complaints procedures for students. Advice may be obtained from Student Services.

4. Equal Opportunity for All Ages

Excellence-Solutions Limited is committed to ensuring that equal opportunity and fairness extend to every individual in our community, including children and young adults.

We recognise that younger learners may face unique challenges and vulnerabilities, and we are dedicated to creating an environment where they can thrive without experiencing any form of discrimination or harassment. In line with this commitment, we will provide appropriate support and resources tailored to the needs of children and young adults, ensuring that all individuals have equal access to our educational programs, extracurricular activities, and safeguarding measures.

5. Monitoring, Assessment and Review

The Academy will monitor, assess and review the effectiveness of the Equal Opportunities Policy and the impact of all other relevant policies and practices on students. The Head of Academy will approve any revisions to the policy.

All the Academy's functions relating to students will continue to be monitored and reviewed.